

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 1137 - SB 1072

February 23, 2011

SUMMARY OF BILL: Requires employers to provide employees who are veterans of the armed forces with paid or unpaid holiday time off for Veteran's Day, unless providing time off would impact public health or safety or would cause the employer to experience a significant economic or operational disruption. Requires the employer to provide the employee one month's written notice of intent to take time off for Veteran's Day.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- This bill does not require any enforcement action by the Department of Labor and Workforce Development; therefore, there will be no fiscal impact on the Department.
- Most state and local government offices are closed on Veteran's Day unless they impact public health or safety. There will be no fiscal impact on state or local government.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "James W. White".

James W. White, Executive Director

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